

SCPD EMPLOYMENT FIRST OVERSIGHT COMMISSION
AUGUST 08, 2017
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Present: Lloyd Schmitz, Chair, Council on Blind/SCPD; Marissa Catalon, Vice-Chair, DDDS; Emmanuel Jenkins, DDC; Pat Maichle, DDC; Ron Sarg, DCVA; Laura Waterland, DLP; John McNeal, SCPD; and Amber Rivard, Support Staff.

CALL TO ORDER/Introductions/Approval of July Minutes

Lloyd called the meeting to order at 9:32 am. Everyone introduced themselves. There was no approval of minutes due to lack of quorum.

ADDITIONS OR DELETIONS TO THE AGENDA

None

BUSINESS

Membership & Guest List

Lloyd stated that Dan had provided a list of people that provide the invitation to join the Commission. He added the Commission needs to identify groups that would be interested in attending meetings. He asked for suggestions from Commission members on how they can include more people with a disability to attend. Lloyd suggested asking Jamie Wolfe for suggestions. One suggestion was to have a few of the people with disabilities from the Partners in Policymaking Program to contact Pat Maichle. John added that there was discussion about including Junior Partners in Policymaking, but there were several barriers. Lloyd asked how many people with disabilities should be participating in the Commission. Laura commented about the statutory guidelines for the Commission membership.

John spoke about available membership in the Commission. He added that Emmanuel needs to be replaced and two other positions that have to be filled. He added that Julie Petroff, the Director of Industrial Affairs will be participating, replacing Jana DiCosmo. He added that he will find out who is in charge of appointing the vacant positions on the membership list. Lloyd suggested writing a letter to Deb Heffernan about expanding the Commission membership. He added that John share his thoughts it with the Commission at the next meeting. They could then make a decision. John asked for feedback. Pat expressed her concern with expanding the Commission, so that it would be overrun with providers with a different point of view. She suggested that the Commission suggest names to Representative Heffernan. John clarified that the Commission should verify in upcoming meetings who is an official member of the Commission. He added that individuals who fill the vacant positions should be knowledgeable and show interest in assisting the Commission. Lloyd suggested that Commission members provide names to the Chair and Co-Chair. He clarified that there are only three vacant positions and they are appointed by the legislators and one by an agency.

Pat suggested the Commission research agencies that have individuals with disabilities to see if they would be interested in becoming a Commission member. If the Commission agrees with the two individuals to become members, then they would forward them to the legislators that are responsible for appointing them to the Commission. Lloyd suggested that Amber email the membership on who they are looking for to join the Commission. John commented that he would email the membership by next week. He agreed with the comment Laura made on making sure there is time for public comment to ensure that non-members have their opinions heard.

Draft Letter re: Membership Outreach

John stated the draft letter for membership outreach should be reviewed and asked suggestions and/or improvements. Pat offered to spread the word to DDC Partners Program if John emails her the invitation on letterhead. Lloyd suggested that Pat review the draft letter and email her suggestions to John. Pat added that the statutory guidelines should be included in the letter. Lloyd suggested the Commission encourage the State Council to spread the word out to their groups that they are looking for public participation. Pat stated that it should be clear in the letter that the Commission is looking for public participation and not membership outreach. Lloyd clarified that the letter is an outreach to look for new members that are committed to the Commission and individuals that want to be an active member or participate in discussions. John commented that the Commission should expand membership.

Ron suggested that the first paragraph be deleted. He added that more information should be given about the State Council for Persons with Disabilities. John will email the draft letter for Ron to review and edit.

Employment First Analysis (May 10, 2017)

Due to lack of quorum the Analysis was not reviewed. Lloyd asked if anyone had additional comments. Laura suggested that the Commission update the statistics. She added that the language was changed in the analysis from subminimum wage to commensurate. John asked if the first sentence in the first bullet of the analysis should be distinguished from commensurate wage being subminimum wage. Pat suggested changing all of the language from commensurate wage to subminimum wage. Laura explained that if “commensurate wage” is the correct legal term, it should be clarified by adding “also known as subminimum wage”. Lloyd asked if the Commission should create another draft analysis for the Commission for discussion at the next meeting. Pat commented that she had corrections for the analysis. Lloyd suggested that he will email Pat and Laura the draft analysis for her to edit and send it back to the Commission. John asked if the updated statistics for the analysis is applicable to the current timeline. Marissa stated that the updated statistics would not change the rest of the analysis. Pat stated if the document includes comments from the providers, they should open comments to the public. She added the document should not be from the providers’ viewpoint alone and should involve others. John stated that should be another topic of discussion at the next meeting when they have a quorum and have another draft analysis.

Pat clarified that the intention of the document was to review the work of all State agencies and the next steps in hiring people with disabilities. However, the Commission never invited State

agencies to give an update of where they are in employment services and there was no collected data (survey) from those agencies. Lloyd stated there were seventeen departments that did not have data available at the time due to not providing services to people with disabilities. He suggested this be revisited to all State agencies that provide services to people with disabilities. Survey of the collected data will be provided as an agenda item for the next meeting. There were barriers when collecting data and why people did not fill out the survey. John stated that he will draft data collection for the Commission to browse.

John will invite Sandy Reyes to discuss main priorities with the Commission.

Vice-Chair Vacancy

A nomination was made in the previous meeting for Pat Maichle. It was tabled for a vote until the next meeting.

SME (Subject Matter Expert) for Next Year

Dr. Mank will be the SME through the end of September 2017. Lloyd asked what the Commission would want from the SME from ODEP (Office of Disability Employment Policy). Marissa suggested one of the topics to discuss with the SME is capacity building. The Commission has a number of providers that are prepared to accept anybody asking for support for employment. A few providers are not taking into consideration identifying all of an individual's strength and references with finding employment that accepts all of those needs. The main consideration for that is for the providers to help build skills that an individual needs for their specific employment. Lloyd suggested creating a program for providers to provide services as an ongoing program. The Commission should target more than just the agency and communicate with the Directors from agencies to discuss the Commission accomplishments. The discussion with Directors would be on how to involve equal employment, and how staff could be trained. John added that DelDOT hired eight to ten individuals with disabilities that will be provided a year-long internship through Project SEARCH. When he was at DelDOT, Project SEARCH was being conducted through Christiana Care, and it has progressed successfully to help individuals obtain skills needed for employment.

Next Steps-Moving Forward

Laura stated there is an issue with capacity building in that there is a barrier in employment services. Individuals that are referred to an agency are evaluated and end up in a continuous loop of being deemed unable to work instead of learning the skills needed. Marissa commented that if agencies understand what they are doing to assist the individuals seeking employment on their skills (Christiana Care), then the services they provide will produce positive outcomes. Lloyd suggested inviting the two service providers to a meeting for further discussion. Marissa commented that the discussion could be around identifying a group of individuals, being able to provide group training and mentoring. Marissa will discuss this further with Dan Madrid and draft something to present to ODEP. Pat added that if ODEP does not have someone, there are plenty of candidates from the DDC national organizations or the DDC Directors.

Marissa stated a concern about the Pathways to Employment Program that only focused on a group of people with disabilities and not all individuals. John added that through his experiences that Hiring Managers have had difficulty hiring individuals with disabilities (developmental and physical). There were similar barriers with DVR employment services. Lloyd suggested adding statements like John's experiences into the Annual Report.

OTHER BUSINESS

None

ANNOUNCEMENTS

DDDS had an agreement with State Employment Leadership Network (SELN) that helps states advance in employment and improve employment outcomes. A State Reassessment that includes a survey of key stakeholders will be presented. The survey will be shared with the Commission, and DDDS is planning on inviting SELN to a stakeholder site visit on September 27th and 28th in Dover.

Dover Air Force Base contacted Services for Individuals with Disability Program Manager. There was discussion on Ron contacting Renee Deleгарis for a presentation.

Laura suggested to receive an update from DVR about WIOA (Work Investment Opportunity Act) activities in the upcoming months. WIOA was required to access all individuals that were receiving subminimum wage and ensure they were provided services from DVR. DVI was also suggested to be asked about their WIOA. Lloyd suggested speaking to Andrea about the report due date for DVR at the November meeting.

ADJOURNMENT

Meeting was adjourned at 11:07 am.

Respectfully submitted,

Amber Rivard
Administrative Specialist